

A VIEW FROM FEW

An organization for opportunity and equality for women in Government



December 2007

Space Coast Chapter, P.O. Box 21201, Kennedy Space Center, FL 32815
<http://www.ksc.nasa.gov/groups/few/>



President's Message

Sandy Eliason

Most of you know that I've had some health issues and have been away from the Center; I can't wait to return to work! For now, I think I will take a detour from my usual letter and let's celebrate Christmas. For the past 80-days my health has had its ups and downs so, while in the hospital, I had many hours to reflect on life and its experiences. If you are like me, you must consider this year a fortunate one. One of the highest aims of our lives is to know ourselves because every moment of our life is most precious. Let today be a day for reflection and stocktaking. Let's turn within, recognize our weaknesses and try to overcome them. Let us put away all differences and sit together. Think how wonderful the world would be if we could all sit together.

Christmas brings a much deeper hope; it is one of the most important times of the year. Is it the stable at Bethlehem with the story of a child born in a humble manger? Is it the shepherds, donkeys, a trough filled with fresh straw, a man watching over his young wife and her baby who is now his child and ours as well? In spite of all we have gone through and all we will go through - all of us as humans - there is this recurrent hope, this sense of new life spiraling out of darkness itself, signaling another chance.

Thank you for holding me in your prayers and being there for me, you are what Christmas is all about. Let us hold each other and work to love each other in action and deeds as well as words. Together our love for each other gives hope, refuge and grace. Let us love one another as we are. I did find this quote, Author Unknown: "Love came down at Christmas, love, all lovely, love divine. Love was born at Christmas, stars and angels gave the sign."

See you next year! Merry Christmas and Happy New Year!

Sandy

Reflections:

Yes, Virginia, there is a Santa Claus. He exists as certainly as love and generosity and devotion exists, and you know that they abound and give to your life its highest beauty and joy.

Editorial in the New York Sun, 1897, responding to a letter from 8-year-old Virginia O'Hanlon

FEW's Mission Statement

Federally Employed Women (FEW) is a membership organization working for the elimination of sexual harassment and the advancement of women in government. This will be accomplished by:

- Encouraging diversity and equity in the workplace
- Enhancing career opportunities for women
- Establishing and maintaining relationships with organizations to advocate the fair application of EEO and personnel laws, policies, procedures, and practices
- Improving the quality of life for women by influencing Congressional and Administration actions
- Committing to achieve and maintain a unified and diverse membership; and
- Providing opportunities for professional growth through leadership development, education, mentoring, and networking.

The FEW mission and purpose statement was revised to recognize that the mission of an organization is its driving force, and that FEW's mission needed to be consistent with the needs of federal women today on into the 21st century.

COMPLIANCE

Submitted by Becky Fasulo

COMPLIANCE

According to the FEW National Policy and Procedures Manual

The policy is to provide guidance on compliance issues to FEW members who request assistance. Guidance will consist of counseling, advising, and/or interceding on the member's behalf, except in formal discrimination complaints. FEW, at the chapter, regional, or national levels will not become involved in any individual discrimination complaint, grievance, appeal, or other comparable action filed by a member or other Federal employee except as follows:

- a. The complainant has exhausted all administrative appeals available through the employing agency.

Newsletter Highlights	
President's Message	1
Membership	4
Compliance Diversity	2
Legislation	3
Community Outreach	8
Nominations Committee	7
Calendar of Events	6
Officers & Committees	7
Membership Application	10

- b. The complainant, grievant, or appellant has requested, in writing, official representation by FEW.
- c. The problem has been reviewed and considered by the appropriate officials at the chapter and regional levels, and they recommend official involvement by national FEW.
- d. The national Executive Committee has reviewed the case and recommendations from the chapter and Region concerned and has voted to take official action on behalf of the member or Federal employees. When the Vice President for Compliance recognizes that an issue at an agency may require further investigation, FEW may:
 - a. Monitor policies and practices of agencies and activities, both published and unwritten, to determine whether the policies and practices are in conformance with the requirements and original purpose of the underlying statutes, executive orders, and regulations and whether the policies and practices are implemented as written or understood; and
 - b. Assist agencies and activities in correcting identified deficiencies. In instances where deficiencies continue after assistance is offered, FEW will persist in efforts to assure compliance through coalition actions.

Cultural Diversity

Ms. Georgia Thomas, FEW National Scholarship Chair, and Ms. Dawn Nester, New England Regional Manager, provided this diversity article.

Generational stereotyping seen as barrier to recruiting

By Alyssa Rosenberg

arosenberg@govexec.com November 15, 2007

Workforce planners should avoid stereotyping the needs and expectations of different generations of federal workers, experts at the Human Capital Management: Federal 2007 conference said on Wednesday.

Younger workers "want to be challenged, and they like to be treated with respect," said John Allison Jr., deputy director for human capital at the Defense Intelligence Agency. "They don't like to be lumped into this category, Generation Y, because it's made up with individuals.... If I address them as a generation, they turn me off."

Their aversion to being treated as a phenomenon rather than as individuals may stem from some of the assumptions about younger workers, including that they are self-centered or lack commitments to organizations or jobs, Allison said.

"Any generation that comes forward, a lot of people think they're the center of the universe," Allison said. "That group of people that marched into the workplace in the '70s was not humble, was pretty sure that long hair and bell bottoms were the way to dress; was pretty sure we had to give peace a chance."

In fact, the latest generation may not differ from their predecessors in terms of the things that attract them to federal service, said John Crum, acting director of the Merit Systems Protection Board's Office of Policy and Evaluation.

According to an upcoming MSPB study that will include a review of hiring records and a survey of 2,000 federal employees who were hired in 2005, young employees say they valued the stability of federal government jobs and the pensions and traditional benefits that come with those jobs as highly as their predecessors, and

they value these even more highly than workplace flexibilities.

Younger employees also do not leave the government at higher rates than their predecessors, according to Crum.

"When we look at loss rates, the pattern has not changed in 50 years," he said. "We don't have an expectation of increased loss rates in the future. If you treat people well over the first three to five years, you're likely to be able to keep them."

John Palguta, vice president for policy at the Partnership for Public Service, said he was concerned that focusing too much on young, entry-level hires would leave the government short of mid-level employees who could step up and take on leadership roles.

"Part of the problem is, how deep is your bench?" Palguta asked. "If you've got great players on your bench and someone goes down, no problem. In the federal government right now, I think we have a very thin bench."

Crum said MSPB found that many new federal employees were not recent college graduates, and the government should consider the diversity of age in its incoming workforce.

"We do very diverse entry-level hiring," Crum said. "They're not so young, they're not so inexperienced. The average age of a new hire for an entry-level position in the federal government is 33. In 2005, we hired someone for an entry-level position at 84."

Ultimately, Crum said, age can tell agencies only so much about a potential federal employee.

"This generational perspective has some value, but it's been oversold," he said. "It's like taking a Myers-Briggs personality test, and you come out with a type, and you know all about yourself. It's not so predictive. It's not so prescriptive. But it's useful in understanding that people are not always the same as you."

Legislative

FEW Space Coast Chapter members met on November 14, 2007 to teach those who were not familiar with CapWiz "how to do it!" The CapWiz website states that

CapWiz is your one stop shop for all your government relations needs.

- o Find your elected officials
- o Feature Alerts
- o Current Legislation
- o Issues and Legislation
- o Find Media Contacts
- o Candidates & Election Info
- o Interactive Map - Congressional

District info

- o FEW Grassroots Successes -

October 1, 2007

Karin Biega demonstrated to members present how to access CapWiz and how to write a letter on issues to their congressman. She encouraged everyone to use this tool on a regular basis.

Sunshine Committee

Eva Coffman



Space Coast Chapter extended our well wishes to Sandy Eliason on her recent hospitalization. Hope you are feeling better!

Please notify me (639-4881) or Becky Fasulo (636-8525 or beckyjf@yahoo.com) of any members that have extended illnesses, hospital stays, or news that deserve congratulations.

Happy Birthday to:
 Muzette Fiander – **December 15**
 Jane Drinkhouse-Demars – **December 25**
 Lenny Fasulo – **January 14**

FEW 2008 Annual Training Program (ATP) and Regional Training Program (RTP)

Marlene Satterthwaite, 2008 Chair ATP/RTP

FEW Space Coast Chapter Hosts Regional Training Program

Merry Christmas & Happy New Year! Hope you enjoy your holidays with family and

friends and look forward to a happy, healthy & prosperous New Year.

And speaking of the New Year, we have scheduled two ATP/RTP meetings for January – both to be held at the CIAO (Central Industry Assistance Office) after work – arriving between 4:30p – 5:00pm. The first meeting will be held on Wednesday, January 9 and the next one to be held on Thursday, January 31, 2008. We are getting down to the wire – so if you are a committee chair or member or just want to volunteer.....we look forward to seeing you at the meetings. It's definitely time to be reviewing your seminar responsibilities and taking action. Recommend touching base with last year's (2007) respective chairs and getting info, guidelines, suggestions, etc. from those individuals. I had sent the 2007 Lessons Learned composed by those past 2007 chairs to the present committee chairs. If you haven't read them – now would be a good time.

The "CIAO" is located on SR 3 and south of the KSC Gate #2 on the east side of the road – an old rocket sits next to the building. If you are driving from south SR# 3 (or Courtney as it is also known) – the CIAO is approximately 6.3 miles from SR 528.

Volunteers are always welcome. Areas that will need support include: Registration (computer training will be provided – TBD); Hostess- POC Joette Feeney (joette.m.finney@nasa.gov); Logistics – POC Ana Contreras (Ana.E.Contreras@nasa.gov).

As always – we appreciate your support and Welcome your attendance.

Membership

Charmel Jones

Early bird special...One FEW membership coming up!!! FEW membership renewal is fastly approaching so don't procrastinate!!! Dues are \$30.00 (\$25.00 for national dues and \$5 chapter dues) and are due in totality to the chapter by Feb 1st to get them to FEW National. For those members that are lifetime members, you pay only \$5.00 dues for the current chapter dues. Your Dues can

be paid by cash, check, credit card, or money order.

Also, we are looking forward to having an FEW Space Coast Chapter Membership drive here at KSC in March. Please let me know if you are willing to volunteer your time and voice for this effort. Should you have any questions or concerns or would wish to volunteer for the upcoming membership drive, please contact Charmel L. Jones, VP for Space Coast chapter Membership by e-mail at Charmel.L.Jones@nasa.gov or by phone at 867-2938.

Excerpts from the Space Coast History Calendar 1988:

May 1, 1917 - The first wooden bridge from Cocoa To Merritt Island was opened.

July 28, 1917 - Cocoa-Merritt Island Bridge fares were announced: one horse and rider - 14 cents, one-horse vehicle and driver - 20 cents, two horse vehicle and driver - 25 cents, truck - 50 cents, motorcycle and rider - 50 cents.

March 31, 1918 - Congress enacted "Saving Daylight." Editorial comment: We once heard of a thrifty bee-keeper who crossed his bees with lightning bugs so they would work at night - and now this!!"

April 23, 1918 - It was "A Job or Jail" for Florida loafers, since the government urged the enforcement of a state law against all non-productive citizens.

National Origin Discrimination – Limits on English-only Rule

Submitted by Johanna Velasquez

Information from the Alexander Hamilton Institute Personnel Legal Alert, August 20, 2007 Issue

In general, English-only rules should not place a blanket on foreign languages in the workplace. Organizations should review their policies and make sure they are not

infringing upon the legal rights of their employees.

Some tips include:

Do evaluate whether speaking English is vital to the business. An example where communication is essential to the business is for a transportation provider. Consider if English is a must for the entire workforce, then think about providing company-sponsored English-language courses to non-speakers in order for them to fulfill job requirements.

Don't implement the rule based on preferences. Just because a supervisor, manager, etc does not like to hear another language is not a justifiable reason for an English-only policy. It is also a big non-no to enforce an English-only rule against a specific language.

Do demonstrate the need for the policy. One company had a trainer bring a mixed group of employees into a meeting room and called several employees to the front and proceeded to whisper to them for several minutes. Then the trainer asked for input from the group. Employees agreed it was rude and made them somewhat nervous, so the parallel was drawn to when conversations in a foreign language exclude those who do not speak it.

Nominations Committee

Submitted by Jean Grenville

As mentioned in the November newsletter, the Nominations Committee will be contacting you after the holidays to discuss the upcoming nominations for the 2008 – 2010 officer year. We need you!

There is lots of time to consider shadowing an office of interest to you, to discuss ins and outs of different offices and committees, to consult our chapter policy and procedures manual to see what is required of officers and committee chairs, and to give some thought and contemplation to what you would like to do for your Space Coast Chapter this year. We need you!

We'll be talking with you soon. We need you!



Christmas is not a time nor a season, but a state of mind. To cherish peace and goodwill, to be plenteous in mercy, is to have the real spirit of Christmas – Calvin Coolidge



Space Coast Chapter Christmas Party

When? December 11, 2007

Time? 5:00 p.m.

Where? Clara Anderson's Home
1414 Gleneagles Way
Rockledge, FL 32955

Directions: From the north, go south on Fiske Blvd. off SR 520. Go thru 2 stoplights and turn right at St. Andrews (Garden Club) & apartment complex on corner. Go to the end of St. Andrews and turn left. On the right – two story pink home.

From the south, go north on Fiske Blvd. from Barton. Take a left at the first stop light and continue with directions above. Don't forget your wrapped gift not to exceed \$15 for the Chinese auction and to RSVP to Clara Anderson or Marlene Satterthwaite by Dec. 6 if you are attending. Good food, lots of fun and a great evening are ahead for you.

An Article of Interest:

Submitted by Jean Grenville

Taken from Florida Today, November 11, 2007, HELP Column by Doug Lang
"Dear Help!" When you are making out your Christmas card list this year, please include the

following: A Recovering American Soldier,
c/o Walter Reed Army Medical Center...

R. E.. Anderson
Boise, Idaho

The foregoing e-mail, one widely circulated on the Internet, proceeded to give an address for the medical facility and asked recipients to forward the message on the their friends so they, too, could send season's greetings to hospitalized troops. A fine and dandy idea, eh?

Not so, according to Lori Calvillo, a spokeswoman for the military medical center. She said officials, as much as they appreciate the good intentions, would like to see the online Christmas card appeal stopped, although realistically not much can be done about it.

Problem is, you see, the Army facility cannot accept mail which isn't addressed to a specific individual.

As a matter of Department of Defense policy, mail to generic addressees won't be delivered, Calvillo said.

"Instead of sending 'A Recovering American Soldier' or 'Any Wounded Soldier' card or letter or package to Walter Reed, please consider making a donation to one of the nonprofit organizations dedicated to helping our troops," Calvillo suggested.

More than 300 such outreaches are listed on Web sites at such places as www.americasupportsyou.mil, www.usocares.org, www.redcross.org and www4.army.mil/ocpa/tooursoldiers, she pointed out.

The hospital representative also encouraged individuals to show their appreciation by supporting local efforts to help the troops.

Support Our Troops

This is a Forwarded message from our FEW President, Rhonda Trent.

To all NBOD, Patty Gibson, Finance Team, sent this message a few days ago. There are service members in Iraq who do not receive any packages, notes, etc. FEW needs to help with this especially during this time of year. Please consider this request as a special project for your chapters, regions and individually. This is worthy of being sent to all chapters and then to members' churches,

communities, etc. Please, let's all ensure these deserving special people get something from someone. It would be very cool if FEW members would send a note explaining who you/we are and that we care about them. Add our website to the note so they can see exactly what we are all about. Thanks so much and make this happen

A friend of mine's son, Matthew Dodson, is serving in Iraq. He's getting packages almost every week from family and friends, but let us know that three of his fellow service members haven't received any packages or letters since they arrived in September. If you are looking for someone to help out at the holiday season, these guys would be a good place to start. The young men are serving in locations where they can't shop, so really rely on packages.

They need snacks, tang, socks, hygiene products, and hand sanitizer. The JUMP team goes out on missions and may be gone for a week or two. When they are gone, they sleep very little and are always on the move. Then they come back for several days and experience extreme boredom during this time, so cards, card games, books, brain teasers, dice, DVDs, gossip magazines, other magazines, or a small present to open on Christmas day would be good choices.

Names are listed below. Address is the same for all three.

CPL RODRIGUEZ (birthday on December 3rd)
CPL SANFORD
CPL BARNHEART, ZACHARY
3D LAR BN H&S CO JUMP
Unit 41700
FPO AP 96426-1700

Thanks!

Newsletter

Jean Grenville & Karin Biega

This monthly publication is a means of sharing information and ideas with members and friends. Please send your news articles or items of interest for this Newsletter to Jean Grenville at jeangrenville@aol.com and

Karin Biega at kbiega@bellsouth.net. If you are interested in joining this vital organization, a Membership Application is attached.

Calendar of Events

December

- 11** FEW Christmas Party at Clara Anderson's home
- 12** Stockings due to individuals listed below
- 15** Delivery of Salvation Army Stockings
- 25** Christmas Day
- Wk of Dec 31** A View from FEW News Article Due

January

- 9** 2008 ATP/RTP Meeting - CIAO, SR#3
- 28** A View from FEW News Article Due
- 31** 2008 ATP/RTP Meeting - CIAO, SR#3

SPACE COAST CHAPTER, FEW 2006- 2008 Officers and Committees

Chapter

President	Sandy Eliason
VP for Programs	Marlene Satterthwaite
VP for Membership	Charmel Jones
Treasurer	Clara Anderson
Secretary	Barbara Powell
Nominations Officer	Jean Grenville
Immediate. Past President	Dawn Partlow
Compliance	Becky Fasulo
Diversity	Charlotte Becker
Legislative	Arden Belt
Annual Training Program	Marlene Satterthwaite
Finance	Johanna Velasquez
Scholarships	Aneta Ott
Newsletter Editor	J. Grenville/K. Biega
Parliamentarian	Carolyn Burnham
Environmental	Martha Carroll
Community Outreach	Sandra Getter
Sunshine	Eva Coffman
Historian	Ana Contreras
Webmaster	Debbie Ward

Regional

Nominations	Jean Grenville
Compliance	Vickie Hall

National

VP for Mbrship & Chapters	Becky Fasulo
Bylaws & Resolutions	Karin Biega
2008 NTP Finance Chair	Clara Anderson



Community Outreach

Sandra Getter

SAVE YOUR YOPLAIT YOGURT LIDS!! This year the Federally Employed Women, Space Coast Chapter, are collecting pink Yoplait Yogurt lids from Sept 1 – Dec 31, 2007 to send to the Susan G Komen Breast Cancer Foundation. For every pink lid mailed in, **Yoplait** will donate 10 cents to the Foundation, up to \$1.5 million. And they guarantee to donate at least \$500,000. Please wash your lids and forward them to: Sandra Getter, Community Outreach Chair, NE-E8.

SALVATION ARMY CHRISTMAS STOCKINGS:

If you would like to participate in the 'Stuff a Stocking Project' which is a part of the Salvation Army Christmas program for this holiday season, please contact one of the individuals listed below, pick up a stocking or two and have fun purchasing items to fill the stocking(s). Make sure you clearly mark the age and either Boy or Girl on the outside of the stocking.

Contingency plan, if we run out of stockings and we did last year – please use the list below and fill a shoebox and mark it for appropriate age and either Boy or Girl. We have learned through the many other Community Outreach projects that we have done this year that we have many people in our county that are suffering! Please remember that many of these children would not receive any other Christmas gifts if not for your generosity.

Recommended items by age group

<u>Ages</u>	<u>Items</u>
0-1 Year	Teething ring, baby rattle, socks, stuffed toys, baby shampoo, baby lotion, baby powder, baby wipes, cup
2-3 years	Girls - toothbrush, toothpaste, socks, underwear, bows, small toy, coloring book, crayons Boys - toothbrush, toothpaste, socks, underwear, crayons, coloring book, small toy, small ball
4-6 years	Girls - toothbrush, toothpaste, socks, underwear, bows/barrettes, crayons, coloring book, small doll Boys - toothbrush, toothpaste, socks, underwear, cap, crayons, coloring book, action figures, small toy
7-9 years	Girls or Boys - toothbrush, toothpaste, socks, underwear, pencils, fun pads, rulers, markers, notebook paper, Kleenex, wallets, combs/brushes
10-12 years	Girls or Boys – toothbrush, toothpaste, socks, underwear, circle/cross word puzzles, ball cards, markers, notebook paper, nail polish, chap stick/lip gloss, Kleenex, wallets, combs/brushes
13-16 years	Girls or Boys – toothbrush, toothpaste, socks, circle/cross word puzzles, markers, notebook paper, nail polish, chap stick/lip gloss, Kleenex, wallets, combs/brushes

The deadline to return the stockings to any of the individuals listed above is the 12th of December. Space Coast Chapter, Federally Employed Women, is sponsoring this project. If you have any questions, please contact Sandra Getter 867-6951 or email Cassandra.f.getter@nasa.gov.

Thank you on behalf of the children that receive your gifts.

Name	Building	Room		Name	Building	Room
Bonnie Martin	Central Supply	132B1		Ana Contreras	HQS	3531F
Martha Carroll	CCAFS 45 CES/DVP	205		Debra Hill	HQS	3619C
Irene Laturno	CCAFS R&D	109		LeVenia Nieman	M&O	141C
Laurie Brown	CIF	302B		Valarie Franklin	O&C	1020
Arlene Broderick	Comm Maint & Storage	110D		Charmel Jones	O&C	1073M2
Dawn Partlow	E&O	2030G		Katherine Villane	O&C	2052
Sandra Getter	EDL	203		Mena Waters	O&C	2084
Linda Rhode	HQS	1114A		Lisa Zuber	O&C	2103
Cathy Hope	HQS	1641B		Jennifer Abernathy	O&C	2019B
Debi Bledsoe	HQS	2142		Pat Ouellette	OSB	5101M
Joette Feeney	HQS	2209		Brian Luther	OSB	5301D
Karen Dubois	HQS	2488D		Sandra Shaheen	OSB	6403Q2
Truemilla Johnson	HQS	2610P		Arden Belt	Press Site	1000
Vickie Hall	HQS	2640F		Lisa Peckham	SSPF	3054A
Charlotte Becker	HQS	2647S		Tamara Belk	SSPF	3054K
Fayann Hull	HQS	3321		Sheila Frowiss	SSPF	3054N
Jenny Young	HQS	3427		Tina Adams	SSPF	3074D
Carol Moore/Jan Palin	HQS	3490		Lisa Simpson	SSPF	3228L

****Delivery day is 12/15/07. We will meet in front of Headquarters at 10, load up and drive to the Salvation Army site. If you can assist with transporting or loading and unloading stockings it will be greatly appreciated!!****

